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Republic of the Philippines
PROVINCE OF LEYTE
Palo, Leyte
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Item No.: 14

Date: 20 2024 FEB

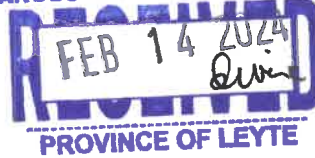
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PROVINCIAL BUDGET OFFICE

February 14, 2024

Hon. **LEONARDO M. JAVIER, JR.**
Vice-Governor and Presiding Officer, and
THE HONORABLE MEMBERS
Sangguniang Panlalawigan
Province of Leyte
Palo, Leyte

SANGGUNIANG PANLALAWIGAN



RELEASED
DATE: 2-14-24
NO. # 253
BY: [Signature]
PBO

Gentlemen and Ladies:

Pursuant to the provisions of the Local Government Code of 1991 (Republic Act No. 7160), our preliminary review of the **General Fund Supplemental Budget No. 09 FY 2023** of the **Municipality of Tunga, Leyte** duly enacted by the Sangguniang Bayan through **Appropriation Ordinance No. 10, Series of 2023** with a total appropriation in the amount of **P1,710,000.00** reveals compliance with the same law and its implementing Rules and Regulations.

It is therefore recommended for approval subject to the following conditions:

1. That the grant of Collective Negotiation Agreement (CNA) shall be subject to the procedural guidelines of Budget Circular No. 2023-1 dated November 10, 2023 and that said grant shall be sourced out from MOOE savings identified in the circular;
2. That the reversion of appropriations is duly authorized by the concerned officials and is backed up by cash collections and are made available to support the expenditures under Supplemental Budget No. 9. Further, that said reversion shall not adversely affect the fiscal standing of the LGU upon the closing of the books of accounts.
3. That funds are actually available to pay these proposed expenditures and shall be disbursed for the specific purpose(s) for which they have been appropriated pursuant to Sections 335 & 336 of RA 7160.

Compliance with DBM issuances, and accounting and auditing rules and regulations and all other existing laws shall be the responsibility of the implementing Local Government Unit.

Very truly yours,

LOCAL FINANCE COMMITTEE:

[Signature]
MARIA GINA P. HIPE
Provincial Budget Officer

[Signature]
RUTH Y. SURPIA
Provincial Treasurer

[Signature]
AGNES C. RAFON
Provincial Planning & Development
Coordinator - Designate

SR

Republic of the Philippines
PROVINCE OF LEYTE
Palo, Leyte

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OFFICE OF THE SANGGUNIANG PANLALAWIGAN

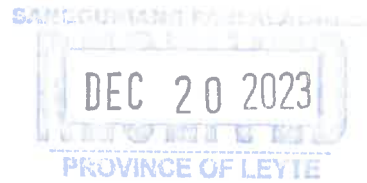
1ST INDORSEMENT
20 December 2023

The Local Finance Committee is respectfully requested to review and submit recommendations on the herein enclosed **APPROPRIATION ORDINANCE NO. 10, SERIES OF 2023** of the **MUNICIPALITY OF TUNGA, LEYTE**, entitled: **AN ORDINANCE AUTHORIZING THE SUPPLEMENTAL BUDGET NO. 09 OF THE MUNICIPALITY OF TUNGA, LEYTE FOR CALENDAR YEAR 2023 IN THE AMOUNT OF ONE MILLION SEVEN HUNDRED TEN THOUSAND PESOS (PHP1,710,000.00.00).**


FLORINDA JIL SUYVICO
Secretary to the Sanggunian



REPUBLIC OF THE PHILIPPINES
Province of Leyte
MUNICIPALITY OF TUNGA
-oOo-



OFFICE OF THE SANGGUNIANG BAYAN

EXCERPTS FROM THE MINUTES OF THE REGULAR SESSION OF THE SANGGUNIANG BAYAN, TUNGA, LEYTE HELD ON DECEMBER 18, 2023 AT THE SB SESSION HALL.

PRESENT:

Hon. Jose Capoporo A. Uribe	- SB Member/Temporary Presiding Officer
Hon. Martiniano F. Requiez	- SB Member
Hon. Edmundo O. Labarda	- SB Member
Hon. Joselito L. Arintoc	- SB Member
Hon. Lemuel G. Ponferrada	- SB Member
Hon. Marietta A. Catalo	- SB Member
Hon. Rex S. Ergina	- SB Member
Hon. Severino B. Sari	- SB Member
Hon. Florentina A. Obsequio	- Ex-Officio Member/ABC President
Hon. Leo Van C. Delgado	- Ex-Officio Member/SK Federation President

ABSENT:

Hon. Egidio G. Baac - Municipal Vice-Mayor – on official travel

RESOLUTION NO. 2023-152

A RESOLUTION ENACTING THE GENERAL FUND SUPPLEMENTAL BUDGET NO. 9 OF THE MUNICIPALITY OF TUNGA, LEYTE FOR CALENDAR YEAR 2023 IN THE AMOUNT OF ONE MILLION SEVEN HUNDRED TEN THOUSAND PESOS (PHP 1,710,000.00) PURSUANT TO SECTION 447(a)(2)(i) OF R.A. 7160.

WHEREAS, Section 447(a)(2)(i) of R.A. 7160 empowers the Sangguniang Bayan to approve annual and supplemental budgets of the municipal government and appropriate funds for specific programs, projects, services and activities of the municipality, or for other purposes not contrary to law, in order to promote the general welfare of the municipality and its inhabitants;

WHEREFORE, on motion of Hon. Lemuel G. Ponferrada, unanimously seconded, be it;

RESOLVED, as it is hereby resolved, to enact the following Appropriation Ordinance, to wit:

APPROPRIATION ORDINANCE NO. 10
Series of 2023

AN ORDINANCE AUTHORIZING THE SUPPLEMENTAL BUDGET NO. 9 OF THE MUNICIPALITY OF TUNGA, LEYTE FOR CALENDAR YEAR 2023 IN THE AMOUNT OF ONE MILLION SEVEN HUNDRED TEN THOUSAND PESOS (PHP 1,710,000.00) FOR PAYMENT OF COLLECTIVE NEGOTIATION AGREEMENT (CNA).

Be it enacted by the Sangguniang Bayan, Tunga, Leyte that:

Section 1. The Supplemental Budget No. 9 of the Municipality of Tunga, Leyte for Calendar Year 2023 is One Million Seven Hundred Ten Thousand Pesos (Php 1,710,000.00) for payment of Collective Negotiation Agreement (CNA) is hereby approved.

The Supplemental Budget documents consisting of the following are incorporated herein and made integral part of this Ordinance:

1. Certification of Availability of funds signed by the Municipal Treasurer-ICO & Municipal Accountant
2. Statement of Funding Sources signed by the Municipal Treasurer-ICO & Municipal Accountant.
3. Statement of Supplemental Appropriation prepared by the Municipal Budget Officer & approved by the Municipal Mayor.

Section 2. Sources of funds. The source of fund for Supplemental Budget No. 9 in the amount of One Million Seven Hundred Ten Thousand Pesos (Php 1,710,000.00) was taken from the reversion of funds, to wit:

FROM:

Electricity Expenses	-	P	620,000.00
Repair & Maintenance-Building & Other Structure	-		240,000.00
Repair & Maintenance-Transpo & Equip.	-		218,000.00
Repair & Maintenance-Machineries & Equip.	-		176,000.00
Fuel, Oil and Lubricants	-		360,000.00
Repair and Maintenance-IT Computer	-		39,000.00
Repair and Maintenance-Furniture & Fixtures	-		4,000.00
Internet Subscription Expenses	-		8,000.00
Water Expense	-		17,000.00
Traveling Expenses (MCR)	-		21,000.00
Traveling Expenses (MASSO)	-		5,000.00
Traveling Expenses (MHO)	-		2,000.00
TOTAL APPROPRIATION			<u>P 1,710,000.00</u>

TO:

MO			
Other Personal Benefits	-	P	210,000.00
MVM			
Other Personal Benefits	-		30,000.00
SB			
Other Personal Benefits	-		330,000.00

MPDO		
Other Personal Benefits	-	30,000.00
MCR		
Other Personal Benefits	-	30,000.00
MBO		
Other Personal Benefits	-	30,000.00
MACCO		
Other Personal Benefits	-	60,000.00
MTO		
Other Personal Benefits	-	150,000.00
MASSO		
Other Personal Benefits	-	30,000.00
ME		
Other Personal Benefits	-	30,000.00
RHU		
Other Personal Benefits	-	90,000.00
MAO		
Other Personal Benefits	-	90,000.00
MSWDO		
Other Personal Benefits	-	30,000.00
EE		
Other Personal Benefits	-	<u>570,000.00</u>
TOTAL APPROPRIATION		<u>P 1,710,000.00</u>


Section 3. Use of Funds. The amount of Php 1,710,000.00 is hereby appropriated for Supplemental Budget No. 9, C.Y. 2023 of the Municipality of Tunga, Leyte.

Section 5. Separability Clause. If, for any reason, any section or provision of this ordinance is declared invalid or unconstitutional, other sections or provisions thereof which are not affected thereby shall continue to be in full force and effect.

Section 6. Effectivity. This ordinance shall take effect upon approval.

ENACTED, December 18, 2023.

I HEREBY CERTIFY to the correctness of the foregoing resolution embodying an Appropriation Ordinance.


NAOMI C. ARCALLANA
Secretary to the Sanggunian

ATTESTED:


JOSE CAPOORO A. URIBE
SB Member/Temporary Presiding Officer


MARTINIANO F. REQUIEZ
SB Member

EDMUNDO Ó. LABARDA
SB Member


JOSELITO L. ARINTOC
SB Member


LEMUEL G. PONFERRADA
SB Member


MARIETTA A. CATALO
SB Member



REX S. ERGINA
SB Member


SEVERINO B. SARI
SB Member


FLORENTINA A. OBSEQUIO
Ex-Officio/ABC President


LEO VAN C. DELGADO
Ex-Officio/SK Fed. President

APPROVED:


ENGR. REINBERT C. COSTELO
Municipal Mayor
Date: 12-20-2023



REPUBLIC OF THE PHILIPPINES
Province of Leyte
MUNICIPALITY OF TUNGA
-oOo-

OFFICE OF THE SANGGUNIANG BAYAN

EXCERPTS FROM THE MINUTES OF THE REGULAR SESSION OF THE SANGGUNIANG BAYAN, TUNGA, LEYTE HELD ON DECEMBER 18, 2023 AT THE SB SESSION HALL.

PRESENT:

Hon. Jose Capoporo A. Uribe	- SB Member/Temporary Presiding Officer
Hon. Martiniano F. Requez	- SB Member
Hon. Edmundo O. Labarda	- SB Member
Hon. Joselito L. Arintoc	- SB Member
Hon. Lemuel G. Ponferrada	- SB Member
Hon. Marietta A. Catalo	- SB Member
Hon. Rex S. Ergina	- SB Member
Hon. Severino B. Sari	- SB Member
Hon. Florentina A. Obsequio	- Ex-Officio Member/ABC President
Hon. Leo Van C. Delgado	- Ex-Officio Member/SK Federation President

ABSENT:

Hon. Egidio G. Baac - Municipal Vice-Mayor – on official travel

RESOLUTION NO. 2023-151

A RESOLUTION TO REVERT THE TOTAL AMOUNT OF ONE MILLION SEVEN HUNDRED TEN THOUSAND PESOS (PHP 1,710,000.00) FROM MAINTENANCE AND OTHER OPERATING EXPENSES (MOOE) OF DIFFERENT OFFICES/DEPARTMENT TO PERSONAL SERVICES OF THE DIFFERENT OFFICES/DEPARTMENT.

WHEREFORE, on motion of Hon. Lemuel G. Ponferrada, unanimously seconded, be it;

RESOLVED, as it is hereby resolved, to revert the total amount of One Million Seven Hundred Ten Thousand Pesos (Php 1,710,000.00) from Maintenance and Other Operating Expenses (MOOE) of different offices/departments to Personal Services of the different offices/department, to wit:

FROM:

Electricity Expenses	- P 620,000.00
Repair & Maintenance-Building & Other Structure	- 240,000.00
Repair & Maintenance-Transpo & Equip.	- 218,000.00
Repair & Maintenance-Machineries & Equip.	- 176,000.00

Fuel, Oil and Lubricants	-	360,000.00
Repair and Maintenance-IT Computer	-	39,000.00
Repair and Maintenance-Furniture & Fixtures	-	4,000.00
Internet Subscription Expenses	-	8,000.00
Water Expense	-	17,000.00
Traveling Expenses (MCR)	-	21,000.00
Traveling Expenses (MASSO)	-	5,000.00
Traveling Expenses (MHO)	-	2,000.00
TOTAL APPROPRIATION		<u>P 1,710,000.00</u>

TO:

MO		
Other Personal Benefits	- P	210,000.00
MVM		
Other Personal Benefits	-	30,000.00
SB		
Other Personal Benefits	-	330,000.00
MPDO		
Other Personal Benefits	-	30,000.00
MCR		
Other Personal Benefits	-	30,000.00
MBO		
Other Personal Benefits	-	30,000.00
MACCO		
Other Personal Benefits	-	60,000.00
MTO		
Other Personal Benefits	-	150,000.00
MASSO		
Other Personal Benefits	-	30,000.00
ME		
Other Personal Benefits	-	30,000.00
RHU		
Other Personal Benefits	-	90,000.00
MAO		
Other Personal Benefits	-	90,000.00

Jaya

Gutari

B. Rey

Prasman

Page 2 of 3

[Signature]

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MSWDO

Other Personal Benefits - 30,000.00

EE

Other Personal Benefits - 570,000.00

TOTAL APPROPRIATION **P 1,710,000.00**

RESOLVED FURTHER, to forward this resolution to all concerned for their information and guidance.

APPROVED, December 18, 2023.

I HEREBY CERTIFY to the correctness of the foregoing resolution.



NAOMI C. ARCALLANA
Secretary to the Sanggunian

ATTESTED:



JOSE CAPOPORO A. URIBE
SB Member/Temporary Presiding Officer



MARTINIANO F. REQUIEZ
SB Member

EDMUNDO O. LABARDA
SB Member



JOSELITO L. ARINTOC
SB Member



LEMUEL G. PONFERRADA
SB Member



MARIETTA A. CATALO
SB Member



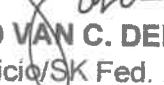
REX S. ERGINA
SB Member



SEVERINO B. SARI
SB Member



FLORENTINA A. OBSEQUIO
Ex-Officio/ABC President



LEO VAN C. DELGADO
Ex-Officio/SK Fed. President



Republic of the Philippines
Province of Leyte
Municipality of Tunga

OFFICE OF THE MUNICIPAL MAYOR

THE HONORABLE MEMBERS
Sangguniang Bayan
LGU - Tunga, Leyte

December 15, 2023

Thru: HON. EGIDIO G. BAAC
Municipal Vice-Mayor/Presiding Officer

Gentlemen/ Madam:

Respectfully forwarding to the Honorable Members of the Sangguniang Bayan following documents for Fiscal Year 2023, Supplemental Budget No. 09 for your appropriate action.

1. Reversion of Fund
2. Authorization of Supplemental Budget No. 09

Thank you very much for your most favorable action.

Very truly yours

ENGR. REINBERT C. COSTELO
Municipal Mayor



Republic of the Philippines
Province of Leyte
Municipality of Tunga

OFFICE OF THE MUNICIPAL BUDGET OFFICER

December 15, 2023

The Honorable Members
Sangguniang Panlalawigan
Provincial Capitol
Tacloban City

Thru: Ms. Ma. Gina P. Hipe
Provincial Budget Officer

Gentlemen/Mesdames:

Kindly acknowledge receipt of 15 copies of the Supplemental Budget No. 9 and Annual Investment Program for CY 2023 for your appropriate review and consideration.

Thank you very much for your most favorable action.

Very truly yours,


MARILYN A. CUBILLA
Municipal Budget Officer

**STATEMENT OF FUNDING SOURCES
SUPPLEMENTAL BUDGET NO. 09
FISCAL YEAR 2023**

Tunga, Leyte
Province/City/Municipality/Barangay

General Fund
Fund/Special Account

PARTICULARS 1	Account Classification (PGCA) 2	AMOUNT 3
1.0 NEW REVENUE SOURCES:		
2.0 Actual Collections in Excess of the Estimated Income		
3.0 Savings Unappropriated Balance/Surplus		
4.0 Realignment		
5.0 Reversion		1,710,000.00

Certified Correct:


EVELYN A. PLAZA
Acting Municipal Treasurer


ARIANE JOY D. FELIPE
Municipal Accountant

**STATEMENT OF SUPPLEMENTAL APPROPRIATION
Province of Leyte
SUPPLEMENTAL BUDGET NO. 09 CY 2023**

Implementing Office	AIP REF. CODE	Particulars/ Purpose	Object of Expenditures	Account Code	Amount
MO	1000-3-01-000-00()	Payment for CNA	Other Personnel Benefits	5-01-04-990	210,000.00
MVM	1000-3-01-002-00()	Payment for CNA	Other Personnel Benefits	5-01-04-990	30,000.00
SB	1000-3-01-003-00()	Payment for CNA	Other Personnel Benefits	5-01-04-990	330,000.00
MPDO	1000-3-01-009-00()	Payment for CNA	Other Personnel Benefits	5-01-04-990	30,000.00
MCR	1000-3-01-002-00()	Payment for CNA	Other Personnel Benefits	5-01-04-990	30,000.00
MBO	1000-3-01-008-00()	Payment for CNA	Other Personnel Benefits	5-01-04-990	30,000.00
MACCO	1000-3-01-007-00()	Payment for CNA	Other Personnel Benefits	5-01-04-990	60,000.00
MTO	1000-3-01-005-00()	Payment for CNA	Other Personnel Benefits	5-01-04-990	150,000.00

MASSO	1000-3-01-006-000	Payment for ICNA	Other Personnel Benefits	5-01-04-9910	30,000.00
ME	8000-3-01-010-000	Payment for ICNA	Other Personnel Benefits	5-01-04-9910	30,000.00
MHU	3000-3-01-011-000	Payment for ICNA	Other Personnel Benefits	5-01-04-9910	90,000.00
MAO	8000-3-02-003-000	Payment for ICNA	Other Personnel Benefits	5-01-04-9910	90,000.00
MSWDO	3000-3-02-005-000	Payment for ICNA	Other Personnel Benefits	5-01-04-9910	30,000.00
EE	8000-3-03-001-000	Payment for ICNA	Other Personnel Benefits	5-01-04-9910	570,000.00

TOTAL APPROPRIATIONS

1,710,000.00

Prepared by:


MARILYN A. CUBILLA
Municipal Budget Officer

Approved by:


ENGR. REINBERT C. COSTELO
Municipal Mayor



Republic of the Philippines
Province of Leyte
Municipality of Tunga

LOCAL FINANCE COMMITTEE

His Honor
The Municipal Mayor

Sir:

We have the honor to recommend the Reversion of fund in the amount of One Million Seven Hundred Ten Thousand Pesos
, (Php 1,710,000.00) to the general fund and to appropriate the same to cover various expenses of the Municipality of Tunga.

FROM:

	AIP REF CODE	AMOUNT
Electricity Expenses	10C10-3-01-001-000-000	620,000.00
Repair and Maintenance - Building and Other Structure		240,000.00
Repair and Maintenance - Transportation and Equipment		218,000.00
Repair and Maintenance - Machineries and Equipment		176,000.00
Fuel, Oil and Lubricants		360,000.00
Repair and Maintenance IT Computer		39,000.00
Repair and Maintenance Furniture and Fixtures		4,000.00
Internet Subscription Expenses		8,000.00
Water Expense		17,000.00
Travelling Expenses (MCR)	1 000-3-01-012-000	21,000.00
Travelling Expenses (MASSO)	1 000-3-01-06-000	5,000.00
Travelling Expenses (MHO)	1 000-3-01-011-000	2,000.00
TOTAL APPROPRIATION		1,710,000.00

TO:

MO	10C10-3-01-001-000-000	210,000.00
Other Personnel Benefits		
MVM	1 000-3-01-002-000	30,000.00
Other Personnel Benefits		
SB	1 000-3-01-003-000	330,000.00
Other Personnel Benefits		

MPDO Other Personnel Benefits	1000-3-01-009-000	30,000.00
MCR Other Personnel Benefits	1000-3-01-012-000	30,000.00
MBO Other Personnel Benefits	1000-3-01-008-000	30,000.00
MACCO Other Personnel Benefits	1000-3-01-007-000	60,000.00
MTO Other Personnel Benefits	1000-3-01-005-000	150,000.00
MASSO Other Personnel Benefits	1000-3-01-006-000	30,000.00
ME Other Personnel Benefits	8000-3-01-010-000	30,000.00
MHU Other Personnel Benefits	3000-3-01-011-000	90,000.00
MAO Other Personnel Benefits	8000-3-02-003-000	90,000.00
MSWDO Other Personnel Benefits	3000-3-02-005-000	30,000.00
EE Other Personnel Benefits	8000-3-03-001-000	570,000.00

TOTAL APPROPRIATIONS

1,710,000.00

LOCAL FINANCE COMMITTEE


EVELYN A. PLAZA
Acting Municipal Treasurer


MARILYN A. CUBILLA
Municipal Budget Officer


ENGR. MARLON B. ARINTOC
Mun. Planning & Development Officer


ARIANE JOY D. FELIPE
Municipal Accountant



Republic of the Philippines
Province of Leyte
Municipality of Tunga

CERTIFICATION

TO WHOM IT MAY CONCERN:

WE HEREBY CERTIFY that the amount available for appropriations in the sum of One Million Seven Hundred Ten Thousand Pesos . (**Php 1,710,000.00**) are Reversion of fund and free for any obligations and actually available to cover the Supplemental Budget No . 9 of the Municipality of Tunga.

Issued upon the request this 15th day of December , 2023 in Tunga, Leyte.


ARIANE JOY Q. FELIPE
Municipal Accountant


EVELYN A. PLAZA
Acting Municipal Treasurer



Republic of the Philippines
Province of Leyte
Municipality of Tunga

CERTIFICATION

TO WHOM IT MAY CONCERN:

THIS IS TO CERTIFY that the source of fund used in Supplemental Budget No. 09 of the Municipality of Tunga was taken from the Reversion of fund in the amount of One Million SevenHundred Ten Thousand Pesos , (Php 1,710,000.00) and to appropriate the same to cover various expenses.

Issued upon request this 15th day of December , 2023 in Tunga, Leyte.


ARIANE JOY D. FELIPE
Municipal Accountant


EVELYN A. PLAZA
Acting Municipal Treasurer

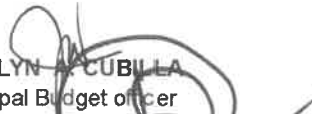
STATEMENT OF FUNDS AVAILABLE FOR REVERSION
As of December 15, 2023

OFFICIE	OBJECT OF EXPENDITURES	AMOUNT OF APPROPRIATION	AMOUNT OF OBLIGATION	UNOBLIGATION TO DATE	AMOUNT TO BE REVERTED
MAYOR'S OFFICIE	Electricity Expenses	620,000.00		620,000.00	620,000.00
	Repair and Maintenance - Building and Structures	240,000.00		240,000.00	240,000.00
	Repair and Maintenance - Transportation and Equipment	218,000.00		218,000.00	218,000.00
	Repair and Maintenance - Machineries and Equipment	176,000.00		176,000.00	176,000.00
	Fuel, Oil and Lubricants	360,000.00		360,000.00	360,000.00
	Repair and Maintenance - IT computer	39,000.00		39,000.00	39,000.00
	Repair and Maintenance Furniture and Fixtures	4,000.00		4,000.00	4,000.00
	Internet Subscription Expenses	8,000.00		8,000.00	8,000.00
	Water Expense	17,000.00		17,000.00	17,000.00
	Travelling Expenses (MCR)	21,000.00		21,000.00	21,000.00
	Travelling Expenses (MASSO)	5,000.00		5,000.00	5,000.00
	Travelling Expenses (MHO)	2,000.00		2,000.00	2,000.00
	TOTAL APPROPRIATIONS	1,710,000.00		1,710,000.00	1,710,000.00

WE HEREBY CERTIFY jointly that the above statement of funds available for reversion is true and correct.


EVELYN A. PLAZA
Acting Municipal Treasurer


ARIANE JOY D. FELIPE
Municipal Accountant


MARILYN A. CUBILLA
Municipal Budget officer


ENGR. REINBERT C. COSTELO
Municipal Mayor



Republic of the Philippines
Province of Leyte
MUNICIPALITY OF TUNGA
-oOo-

OFFICE OF THE HRMO

C E R T I F I C A T I O N

THIS IS TO CERTIFY that as per record in this office, the Local Government Unit of Tunga, Leyte has 26 total number of rank and file employees as of today.

This **CERTIFICATION** is issued this 30th day of November 2023 at the Human Resource Management Office, LGU-Tunga, Leyte Philippines.


ODINAH C. MAJAM
Human Resource Management Officer I



Republic of the Philippines
Province of Leyte
MUNICIPALITY OF TUNGA

LOCAL FINANCE COMMITTEE

CERTIFICATION

THIS IS TO CERTIFY that the Local Government Unit of Tunga, Leyte had an accomplishment of 70% as September 29, 2023 with regards to the implementation of programs, projects, and activities as reflected in the approved budget for fiscal year 2023, in which PPAs were identified as well in the Annual Investment Program of the municipality.

THIS CERTIFICATION is being issued in support for the Collective Negotiation Agreement (CNA) incentive for FY 2023 of the Local Government Unit of Tunga, Leyte.

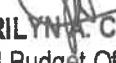
ISSUED this 29th day of September, 2023 at Tunga, Leyte.

Certified Correct:

LOCAL FINANCE COMMITTEE:


MS. EVELYN A. PLAZA
Acting Municipal Treasurer


MS. ARIANE JOY Q. FELIPE
Municipal Accountant


MS. MARILYN A. CUBILLA
Municipal Budget Officer


ENGR. MARLON B. ARINTOC
Mun. Planning & Dev't. Coordinator

Approved:


ENGR. REINBERT C. COSTELO
Municipal Mayor

CERTIFICATE OF REGISTRATION

Collective Negotiation Agreement

No. 2950

Pursuant to Executive Order No. 180 (1987)
and its Implementing Rules and Regulations,
the Collective Negotiation Agreement between the

**TUNGA MUNICIPAL EMPLOYEES
ASSOCIATION (TUMEA)**

and the

MUNICIPAL GOVERNMENT OF TUNGA

Municipal Hall, Tunga, Leyte

having complied with the prescribed requirements, is hereby
registered and is binding between the parties from

07 December 2023 to 06 December 2027


ATTY. KARLO A. B. NOGRALES
Chairperson



Attested by:



Republic of the Philippines
Province of Leyte
MUNICIPALITY OF TUNGA
-oOo-



**LOCAL GOVERNMENT UNIT - TUNGA, LEYTE / TUNGA MUNICIPAL EMPLOYEES
ASSOCIATION (TUMEA)**

Joint Resolution No. 1, Series of 2023
December 14, 2023

**A JOINT RESOLUTION INDICATING THE QUALIFICATION OF THE LOCAL
GOVERNMENT UNIT OF TUNGA, LEYTE FOR THE COLLECTIVE NEGOTIATION
AGREEMENT INCENTIVE FOR THE FISCAL YEAR 2023.**

WHEREAS, the Tunga Municipal Employee's Association is a recognized union of rank-and-file employees of the Local Government Unit of Tunga, Leyte duly accredited by the Civil Service Commission (CSC) and the Department of Labor and Employment (DOLE);

WHEREAS, the Local Government Unit, represented by the management negotiating panel, and the Tunga Municipal Employees Association (TUMEA) representing the rank-and-file employees of LGU Tunga signed a Collective Agreement on October 16, 2023, applying the general provisions, principles, and benefits of Public Sector Unionism;


WHEREAS, specified under Article XII – CNA Incentive As a gesture of goodwill and benevolence, the Municipal Government agree that once the Collective Negotiation Agreement is approved and signed by the parties, it shall grant all municipal officials and regular employees an amount depending on the savings generated from the items enumerated in Section 2 and 3 of the CNA under applicable guidelines issued by the Department of Budget and Management (DBM);

WHEREAS, the Local Government Unit of Tunga applied all avenues related to cost-saving measures as indicated in the Collective Negotiation Agreement;

WHEREAS, a certification from the AGENCY manifests the accomplishment of ___% of targets under programs/ activities/ projects approved by the Local Government Unit for the fiscal year 2023.

WHEREFORE, given the foregoing, the Joint Committee resolves as it resolved that with the compliance of the above-cited agenda, the AGENCY/Local Government Unit of Tunga is qualified to grant a Collective Negotiation Agreement Incentive for the fiscal year 2023.

This resolution takes effect immediately.



ENGR. REINBERT C. COSTELO
Municipal Mayor



EVELYN A. PLAZA
Acting Municipal Treasurer



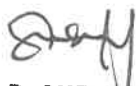
ARIANE JOY Q. FELIPE, CPA
Municipal Accountant



MARILYN A. CUBILLA
Municipal Budget Officer



ENGR. MARLON B. ARINTOC
Municipal Planning and Development Coordinator



FELIX P. SUDARIO, JR.
TUMEA President



DR. JAN C. PAMAT
TUMEA Vice-President



MARISSA G. COSTELO
TUMEA Secretary



GEZELLE ANN B. BEDUA, R.N.
TUMEA Treasurer



ODINAH C. MAJAM
TUMEA Auditor



CERTIFICATE OF ACCREDITATION

No. 1580

TO WHOM THIS MAY CONCERN:

This is to certify that the Civil Service Commission has duly accredited the

TUNGA MUNICIPAL EMPLOYEES ASSOCIATION (TUMEA)

pursuant to the provisions of Executive Order No. 180 dated 1 June 1987 and the Amended Rules and Regulations Governing the Exercise of the Right of Government Employees to Organize, as the sole and exclusive negotiating agent of all the rank-and-file employees in the

MUNICIPAL GOVERNMENT OF TUNGA Municipal Hall, Tunga, Leyte

As such, it shall represent and bind them in any negotiation with management on terms and conditions of employment not fixed by law.

This Certificate may be cancelled by this Commission *motu proprio* or upon petition by any adverse party for cause as provided by law and after due process.

Given this 15th day of September, 2023 in Quezon City.


ATTY. KARLO A. B. NOGRALES
Chairperson

Attested by


MA. THERESA C. FERNANDEZ
Director IV
Human Resource Relations Office

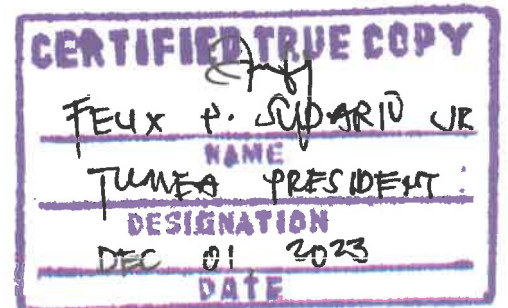


**COLLECTIVE NEGOTIATION AGREEMENT
(CNA)**

TUNGA MUNICIPAL GOVERNMENT

And

**TUNGA MUNICIPAL EMPLOYEES ASSOCIATION
(TUMEA)**



**MUNICIPALITY OF TUNGA
PROVINCE OF LEYTE**

KNOW ALL MEN BY THESE PRESENTS:

This **Collective Negotiation Agreement**, executed by and between:

The **MUNICIPAL GOVERNMENT OF TUNGA**, a local government unit of the Republic of the Philippines under the Local Government Code of 1991, herein represented by the **HONORABLE REINBERT C. COSTELO**, Office of the Municipal Mayor, Tunga, Leyte, and hereto referred to as **FIRST PARTY**;

-and-

The **TUNGA MUNICIPAL EMPLOYEES ASSOCIATION (TUMEA)**, association, registered under the Department of Labor and Employment and Civil Service Commission, Manila with Registration No. 2552 dated December 6, 2022 and accredited by the Civil Service Commission with Accreditation No. 1580 dated September 15, 2023 with principal office at Tunga Municipal Building, Barangay San Antonio, Tunga, Leyte, herein represented by its President, **MR. FELIX P. SUDARIO, JR.**, and hereinafter referred to as **SECOND PARTY**.

WITNESSETH THAT:

WHEREAS, the harmonious relationship between the Agency and the Union must be expressed in practical terms in ensuring a mutually beneficial and protective existence taking into consideration the terms and employment in the Civil Service;

WHEREAS, the Agency and Union desire to enter into a Collective Negotiation Agreement for the purpose of establishing , maintaining and regulating the terms and conditions of employment of the employees of the Agency through the proper observance of democratic practices pursuant to Executive Order No. 180 and its implementing Rules and Regulations with the view of facilitating peaceful settlement of differences and grievance that may arise between the parties and to promote harmony, efficiency and productivity to the end that the Agency, Union and the general public may all mutually benefited in the spirit of cooperation.

NOW THEREFORE, for and in consideration of the following premises, the **MUNICIPAL GOVERNMENT OF TUNGA** and the **TUNGA MUNICIPAL EMPLOYEES ASSOCIATION (TUMEA)**, do hereby bind themselves and agrees as follows:

**ARTICLE I
DECLARATION OF PRINCIPLES**

Section 1. Worker's Rights – The parties recognize the basic rights of all workers to a living wage, security of tenure, career development and humane conditions of work.

Section 2. Authority of the Agency – The Union recognizes and respects the authority of the Agency in the implementation of existing laws and governing terms and conditions of employment, establishment of policies, guidelines, rules and regulations on personnel actions, and the provision and maintenance of employee welfare and benefits provided under law.

Section 3. Independence of the Union – The agency shall create an environment that guarantees the independence of the Union.

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[Handwritten signatures on the right margin]

Section 4. Participation of the Union in Policy Formulation – The Union shall participate in the formulation of policies, plans and programs affecting the rights, career development, welfare and benefits of benefits, and on client service improvement.

ARTICLE II DEFINITION OF TERMS

When used herein, the following terms shall have the following meanings unless their context indicate otherwise, viz:

“Agreement” – This Collective Negotiation Agreement made and entered between the FIRST PARTY and the SECOND PARTY, pursuant to Executive Order No. 180 dated June 1, 1987, and its implementing Rules and Regulations, as may be amended or supplemented from time to time.

“Bargaining Unit” – Shall cover the rank-and-file employees who have rendered at least three (3) years of continuous service in the Municipal Government of Tunga.

“Effective Date” – The date of execution of the agreement by the authorized signatories of the Municipal Government of Tunga.

“Grievance Procedure” – Refers to the procedure for the disposition of any complaint or grievance established under Article X Section 1 of this Agreement.

“Legislative Member” – Elected or appointed as representative of his/her department in the Legislative Department of TUMEA.

“Department” – An office of the Municipal Government.

“Parties” – The Municipal Government of Tunga as the First Party and the TUMEA as the Second Party.

“Employees Association/ Union” – The Tunga Municipal Employees Association (TUMEA).

“Immediate Family Member” – An employee’s spouse, mother, father, children, brother and sister.

ARTICLE III RECOGNITION

Section 1. Recognition of Union. The Agency hereby recognizes the Union as the sole and exclusive negotiating representative for all rank-and-file with respect to terms and conditions of employment not otherwise mandated by law, as well as the working relationship, benefits and privileges that may be agreed upon.

Section 2. Guarantee Against Discrimination. The Agency shall guarantee that there shall be no discrimination, in any manner or form, against any employee due to membership in the Union.

Section 3. Union Meetings. The Union shall be allowed to conduct quarterly, regular and special meetings not to exceed once every quarter and one (1) general assembly per year except emergency cases as may be deemed necessary for information and educational purposes, during office hours.

The Agency shall allow them to use the facilities for such meetings, provided they are not in conflict with the schedules of other offices.

Section 4. Union Leave. The Agency shall grant Union Leave with pay to officials and members of the Union to attend workers' education programs, seminars, meetings, conventions, conferences, leadership trainings, here and abroad. Expenses in connection with such activities, when held within the country, shall be shouldered by the Agency but limited to only five (5) participants subject to the existence of free encumbered savings of the Agency as defined in PSLMC Resolution No. 04 Series of 2002 and Resolution No. 02 Series of 2003. On a case-to-case basis, the Agency shall give financial support to activities outside the country but limited to three (3) representations in a year. The grant of financial support by the Agency under this provision, however, shall be subject to the existence of free encumbered savings of the Agency and the provisions of the PSLMC Resolution No.04 Series of 2002, and subject further to all applicable laws, rules and regulations. However, it is most desirable that the sponsoring organization or country bears the total expenses.

Moreover, the Agency shall grant two (2) days official time to employees on every year to celebrate the Union Anniversary preferably on the month of December as the founding date of the Union provided, they report to the Office of assignment.

Section 5. Union Projects. The Agency shall allow the Union to undertake certain projects or activities which the later deems beneficial to its members. The Union projects and assignments completed by the officers or members may form part of their performance outputs, as allowed under the Revised Performance Evaluation System.

Section 6. Training Fund. The Agency shall lend support to the Union's desire to uplift the intellectual and social consciousness of its members through symposia, for and other related activities. Such activities shall be supported by the Agency through a Training Fund to the Union and its Allied Regional Unions/ Associations per year subject to the availability of funds as defined in the PSLMC Resolution No. 04, Series of 2002.

Section 7. Clearance from the Union. The Agency shall require from the employees who will retire, transfer or resign, clearance from the Union/ Associations for property and monetary accountabilities and obligations.

**ARTICLE IV
CHECK-OFF**

Section 1. Union Dues. The Agency shall agree to check-off to deduct from the CNA Incentive its annual dues and such other fees and assessments that the Union shall adopt and on cases other than the monthly dues in the amount equivalent to .005% of their basic salary, such as loan obtained/ granted by the Union availed by its members, the Agency shall deduct and remit the same to the Union provided that an individual authority authorizing the Agency to effect the salary deduction is submitted.

Section 2. Non-Member Dues. The Agency shall agree to check-off or payroll-deduct from the salaries of Agency employees and Honorary Members who are non-members of the Union but are benefited by this Agreement even without their authorization. The amount of such agency fee shall be ten percent (10%) from the amount they will be receiving.

Section 3. Remittance. The check-off collections provided under the preceding paragraphs shall be remitted to the Union within fifteen (15) days after deduction.

**ARTICLE V
RIGHTS AND OBLIGATIONS OF THE PARTIES**

The FIRST PARTY, shall

A. HUMAN RESOURCE DEVELOPMENT

1. Continue to conduct or manage manpower development programs, including, but not limited to local, skills training, seminars, and workshop, personnel duly qualified in terms of duties and functions, experience, educational attainment and in service training earned.
2. Grant one (1) week official time to all employees who will take Licensure Examination provided that a proof of schedule of examination shall be presented and subject to the approval of the Local Chief Executive.
3. Grant flexible time to all working student of the SECOND PARTY subject to approval by the Local Chief Executive, of the time schedule.
4. Grant official time to TUMEA officers and representatives during the regular meeting subject to approval by the Local Chief Executive.
5. Allocate suitable lands to all permanent employees and provide low-costing program for employees and recreation area for physical fitness purposes.
6. One (1) SECOND PARTY representative should sit on the following:
 - 6.1 Personnel Development Committee
 - 6.2 Uniform/ Grievance Committee
 - 6.3 Grievance Committee
 - 6.4 Program and Awards and Incentives for Service Excellence (PRAISE)
 - 6.5 Other committees of major importance that may be created for the employee's welfare and benefits.

B. UNION MATTERS

1. Grant to the Executive Officer and Legislative Members or to any authorized representative of the SECOND PARTY, official local travel, official time, and the regular per diem chargeable to the Municipal Government upon notice of proof of any union related activity as called by the Confederation of Independent Union (CIU) as duly certified by the LGU President of TUMEA.
2. Grant two (2) days official time to employees on every year to celebrate the Union Anniversary preferably on the month of December as the founding date of the Union provided, they report to the Office of assignment.

3. Institutionalize calamity task force with TUMEA officers as Members of the MDRRMC.

C. EMPLOYEE – MANAGEMENT RELATIONS

1. TUMEA may, from time to time, submit suggestions on policy making.

The SECOND PARTY shall:

A. PERSONNEL RIGHTS AND REPRESENTATIONS

1. Adhere to legal means of redressing grievance and avoid work stoppage that will prejudice service delivery.
2. Improve the productivity of the Municipal Government by establishing in every department, office management program, standards of output/ performance as well as behavioral norms acceptable to the Municipal Government.
3. The Union shall assist the Agency in the implementation of the rules in the attendance of flag ceremony/ retreat.
4. Enforcement of the office rules, decorum and discipline but not limited to wearing of uniforms and punctuality.
5. Support the Municipal Government's program that will improve the quality of life and accelerate the delivery of service to the underprivileged and the disadvantage in the municipality.
6. Observe political neutrality and non-partisanship in the delivery of services as per CSC Ruling.
7. Promote goodwill between the Municipal Government and the employees.
8. Act with vigilance and renewed vigor by reporting all forms of graft and corruption in the municipal government towards an effective, honest and courteous public service.
9. Participate actively to further development composed of the municipal government employee through responsible unionism.

**ARTICLE VI
REORGANIZATION, RECRUITMENT, PLACEMENT AND CAREER
DEVELOPMENT**

Section 1. Reorganization. The Agency shall inform the Union regarding any program of reorganization or internal restructuring involving the creation, abolition, reclassification or upgrading of positions.

In case of reorganization, the Agency shall guarantee that no member of the Union of permanent status shall involuntarily lose his/her job, subject to applicable laws, rules and regulations.

Section 2. Hiring and Termination of Employees Services. Hiring and Termination of employees services whether permanent, temporary, contractual and casual shall be in accordance with the existing laws, rules and regulations.

The Agency shall adopt/ implement a fair promotion system based on Civil Service Rules and Regulation.

Section 3. Representation in the Personnel Selection Board. The Union thru the authorized representative shall sit as regular member of the respective Selection/ Placement Committee.

Section 4. Issues on Promotion. Whenever in the belief of any affected Union member, there are grounds to protest a promotion process, the same shall be subjected to a grievance procedure in accordance with approved rules and regulations.

Section 5. Recognition of Need for Professional Development. The parties hereby agree on the need to promote professional growth and development in all areas of work.

Professional growth and development shall not be limited to training courses of instruction, seminars and workshops but shall include fellowship, study grants and similar development programs which may be deemed necessary. In the course of this agreement, both the Agency and the Union shall endeavor to establish a Career Development Plan for each member through the Resource Administrative Service.

Section 6. Training Programs. The Agency shall extend to the Union effort to uplift the intellectual, moral and social consciousness of its members by including in its training calendar at least two (2) trainings per calendar year through symposia and other related activities. Said activities shall be integrated in the Agency's Training Program.

Section 7. Review, Dissertation and Thesis Writing Leave. The Agency, cognizant of individual initiatives of employees to attain higher academic learning shall allow employees to avail of BAR and Board Review, Dissertation and Thesis Writing Leave for a maximum of six (6) months with pay pursuant to CSC Memorandum Circular No. 14, Series of 1999.

Section 8. Integrity Management Program for Quality Public Service. In improving the quality, accessibility and delivery of public service, the Union pledge to strictly observe the Code of Conduct and Ethical Standards (Republic Act 6713) for government and operational authority is both congruent and positive.

**ARTICLE VII
HEALTH AND SAFETY**

Section 1. Safe and Healthy Working Conditions. The Agency shall comply with existing regulations on safety, healthy and sanitary working conditions. Among others, the Agency shall provide the following:

1. Adequate janitorial service;
2. Personnel protective equipment and tools when necessary;
3. Adequate security and protection for employees and properties while inside the Agency premises;
4. Clean and safe drinking water.

Section 2. Information and Health Benefits. The Union in coordination with the Agency, shall inform the employees on all health and medical benefits available to them under the GSIS, PhilHealth and such other programs. The Agency agrees to assist the employees in their claim for availment thereof in order to ensure that such benefits are enjoyed by the employees.

Section 3. Provision of Medical/ Dental/ Hospitalization Benefit. The Agency shall provide a medical/ dental/ hospitalization benefit thru the grant of financial/ medical assistance to every affected employee amounting to Five Thousand Pesos (Php 5,000.00) broken - down as follows:

- 3.1 Laboratory Examination - Php 2,500.00
- 3.2 Purchase of Medicine - Php 2,500.00

Section 4. Hazard Pay. The Agency shall provide hazard pay or allowance to employees who are exposed to occupation risk and hazardous working conditions, subject to applicable Civil Service rules and regulations.

Section 5. Rehabilitation Leave. The Agency shall strictly adhere to the provision of Rehabilitation Leave for job-related injuries pursuant to Section 55 of CSC MC No. 41, series of 1998 and implementing guidelines that may be issued for the purpose.

**ARTICLE VIII
OTHER EMPLOYEE PRIVILEGES AND BENEFITS**

Section 1. Supplemental Leave Benefits. All employee members and officials are entitled to an annual medical and physical check-up.

Section 2. Natural Calamities. An employee may avail pay during natural calamities such as typhoons, floods, earthquake, fires and other similar calamities which seriously and adversely affect the employees.

The employee shall submit the request attaching herewith a barangay certification that he/ she was affected by or victim of a calamity and has suffered such calamity during the date started in his/ her request for leave.

Section 3. Special Leave Privileges. A woman employee having rendered continuous aggregate employment service of at least six (6) months for the past twelve (12) months shall be entitled to a special leave benefit of two (2) months with full pay based on her gross monthly compensation following surgery caused by gynecological disorders based on Section 18 of Republic Act No. 9170 otherwise known as "Magna Carta of Women".

**ARTICLE IX
CNA TECHNICAL WORKING GROUP**

CNA Technical Working Group. The Agency and the Union shall create a joint Committee properly known as the Collective Negotiation Agreement Technical Working Group (CNA-TWG) whose task is to provide the IRR for the provisions in the Agreement that require guidelines in its implementation.

It shall be composed of the HRMO, MPDC, Municipal Budget Officer, Committee Chairman on Appropriation, Legal Officer and officers of the Association.

**ARTICLE X
GRIEVANCE PROCEDURE**

Section 1. The Parties agree to apply the existing laws for the purpose of strengthening employee management relations and resolving conflicts at the lowest possible level in the organization.

Any complaint arising in the Bargaining Unit shall be disposed of in accordance with the Municipal Grievance Machinery.

**ARTICLE XI
COST REDUCTION MEASURES AND CNA INCENTIVE**

Section 1. The Agency and the Union shall jointly institute cost cutting measures to generate savings for the grant of CNA Incentive during the effectivity of this Agreement. The same, however, should not prejudice the efficient delivery of service to the Agency's clients or be disadvantageous to the employees.

Section 2. The grant of CNA Incentive shall be made after the generation of savings. The measures in the generation of savings shall not be limited to the following MOOE items:

- a. Travelling Expenses
- b. Communication Expenses
- c. Repairs and Maintenance
- d. Transportation and Delivery Expenses
- e. Supplies and Materials
- f. Utility Expenses.

Section 3. Personnel Contributions and Representations:

1. Cooperate in the practice of austerity measures in the elimination of waste. Adopt the 3R program (retrieve, recycle and reuse). This will form part of the 5'S program where during segregation process of materials, 3R program will come in.
2. Endeavor to finish tasks within the regular working hours to minimize any need to render paid overtime services.
3. Reduce electrical consumption by among others, switching off lights, air-conditioning units and other electrical equipment in vacant rooms and all electrical units not in actual use, maximizing use of natural light.

4. Reduce water consumption by among others, monitoring and immediately reporting defective faucets and water closets, and leaking pipes and discouraging wasteful water use practices.
5. Limited subscription of newspapers and other publications.
6. Efficient utilization of office equipment and communication facilities including internet service.
7. All other cost-cutting measures that can be undertaken to generate savings.

**ARTICLE XII
CNA INCENTIVE**

As a gesture of goodwill and benevolence, the Municipal Government agree that once the Collective Negotiation Agreement is approved and signed by the parties, it shall grant all municipal officials and regular employees an amount depending on the savings generated from the items enumerated in Section 2 and 3 of this CNA.

1. Rank-and-file employees who are not member of the CSC accredited sole and exclusive negotiating agent referred to in item 3.1, but wants to enjoy or accept benefits under the CNA subject to payment of agency fee to the "negotiating agent" in accordance with PSLMC No. 1, Series of 1993.
2. The CNA Incentive may be given equally to qualified employee or at varying rates in consideration of the employee's or his/her office's contribution to the accomplishment of performance targets, efficiency, productivity, or profitability, as determined by the agency head upon recommendation of the Employees' Organization - Management Consultative Committee.
3. All rank-and-file members shall be entitled to the CNA Incentive. However, for those who will be separated from the service any time of the calendar year shall be entitled to a prorated CNA Incentive computation, except for those found guilty of administrative, civil and/ or criminal case.

**ARTICLE XIII
MISCELLANEOUS PROVISIONS**

Monitoring and Evaluation of CNA Implementation - TUNGA shall create a Monitoring and Evaluation Committee (MEC), which shall oversee, monitor and evaluate the implementation of the provisions of the Agreement.

The Committee shall be composed of, from the Management: LGU-TUNGA and from the Employees' Association: Tunga Municipal Employees Association (TUMEA). The Committee shall meet annually, or as necessary to assess the

status of the CNA. A status report and proposed recommendations on the CNA will be made available to all employees at the start of the year.

Negotiations for New CNA - Negotiations for new CNA shall commence upon completing the assessment of previous CNA implementation. The TUNGA and TUMEA shall establish a TUNGA Management Consultative Committee (MCC) as stipulated under PSLMC Resolution No. 02, s. 2022.

Effectivity - This Agreement shall take effect upon signing by both parties from the Management and EA; and ratification by the majority of the rank-and-file employees during a General Assembly.

Duration - This Agreement shall continue to be valid and effective for a period of four (4) years and may be granted a maximum of one (1) year extension, provided that the TUMEA has shown proof of earnest effort to renegotiate with the Management within sixty (60) calendar days prior to expiration of this Agreement (PSLMC Resolution No. 1, Series of 2022).

TUMEA shall conduct a General Assembly (GA) of all employees to inform them of the approved CNA as well as provide copies of the CNA to all TUMEA members a week after the signing.

TUNGA with the assistance of the TUMEA shall prepare the implementing guidelines as deemed necessary in the implementation of the specific provisions herein contained.

Amendments - For purposes of considering specific proposals, amendments or negotiations for new terms and conditions, the proponent party shall provide the other party with a written notice at least thirty (30) days prior to the date of the intended meeting for the purpose of discussing or considering such proposed amendments. Such amendments or re-negotiation proposals shall be undertaken

Settlement of Disputes - The parties agree to resolve between them any dispute arising from the implementation of this Agreement. The TUNGA in partnership with TUMEA shall strictly observe the implementation of the PCW Grievance Machinery in accordance with the CSC rules and regulations.

Separability/Saving Clause - If any provision on this Agreement is held contrary to law by a court of competent jurisdiction, said provision or the application thereof will be deemed invalid only after the decision has been made, except to the extent permitted by law, but all other provisions or applications will continue in force and effect. The parties will meet not later than fifteen (15) days after said provision is declared invalid for the purpose of amending or revising the same.

Done in the Municipality of Tunga, this 16th day of October 2023, 2023.

gulesa
jean
Sylvia
HRS
Frank

Clarence
Tung

Handwritten signatures at the bottom of the page.

**MUNICIPAL GOVERNMENT
OF TUNGA**

By:



ENGR. REINBERT C. COSTELO
Municipal Mayor

WITNESSES:



HON. EGIDIO G. BAAC
Municipal Vice-Mayor



HON. LEMUEL G. PONFERRADA
SB Member, Committee on Appropriation



NAOMI C. ARCALLANA
SB Secretary



MARILYN A. CUBILLA
Municipal Budget Officer



ARIANE JOY C. FELIPE
Municipal Accountant



EVELYN A. PLAZA
Acting Municipal Treasurer



ENGR. MARLON B. ARINTOC
Municipal Planning & Development Coordinator

**TUNGA MUNICIPAL EMPLOYEES
ASSOCIATION**

By:



FELIX P. SUDARIO, JR.
TUMEA President



DR. JAN C. PAMAT
TUMEA Vice-President



MARISSA G. COSTELO
TUMEA Secretary



GEZELLE ANN B. BEDUA
TUMEA Treasurer



ELMINDA P. CUESTA
TUMEA Auditor



ODINAH C. MAJAM
TUMEA Auditor



CLARISSA A. CATENZA
TUMEA Public Information Officer



DENNIS R. TUPA
TUMEA Peace Officer



JOSELITO C. BALTAR
TUMEA Peace Officer

ACKNOWLEDGMENT

REPUBLIC OF THE PHILIPPINES)
PROVINCE OF LEYTE)S.S
CARIGARA, LEYTE)

Before me this ~~OCT 27 2023~~ of October, 2023 in Carigara, Leyte appeared **HON. REINBERT C. COSTELO**, Municipal Mayor of Tunga, Leyte, with UMID Number CRN 003-3979-03105 issued at Tacloban City and **MR. FELIX P. SUDARIO, JR.**, President, of the Tunga Municipal Employees Association (TUMEA) with TIN ID Number 417-174-041 issued at Palo, Leyte on January 17, 2012 respectively known to me to be the same persons who acted as principals in the execution of the foregoing Collective Negotiation Agreement and they acknowledged to me that the same is their free act and deed.

IN WITNESS WHEREOF, I have hereunto set my hand this _____ day of OCT 27 2023, 2023.



KAREN Q. RAPILON-PORE
NOTARY PUBLIC UNTIL DECEMBER 31, 2024
437 Rebolledo St., Sawang, Carigara, Leyte
Roll No. 52618
IBP No. 257603/ Jan. 2, 2023/ Leyte
PTR No. 7606325/ Jan. 6, 2023/ Carigara

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